



Modern Slavery Act transparency statement for the year ended 2023

11 JUNE 2024

At AB InBev UK Limited T/A Budweiser Brewing Group UK&I (“AB InBev”), we are committed to business practice that respect human rights and that align with international standards of responsible business conduct for ourselves and our supply chain. This document sets out our policies, processes and trainings we have in place to identify and prohibit modern slavery and it applies to our operations in the UK.

AB InBev is a participant in the UN Global Compact. Our approach to human rights is based on the UN Guiding Principles on Business and Human Rights (UNGPs) and is outlined in our Human Rights Policy.

Pursuant to the Modern Slavery Act 2015, modern slavery includes slavery, servitude, and forced or compulsory labour, as well as human trafficking. Our commitment to prohibiting modern slavery is clearly set out in our Human Rights Policy and our Responsible Sourcing Policy. AB InBev prohibits all forms of modern slavery in our organisation and in our value chains.

Our Business

AB InBev UK Limited is the UK trading entity of the global Anheuser-Busch InBev business, and in the UK operates as Budweiser Brewing Group UK&I. This statement covers AB InBev UK operations and supply chain and provides information on our global approach towards human rights at AB InBev. Our UK business employs more than 1,500 people across our breweries in Magor, Samlesbury and Enfield, and our London headquarters.

As a leading brewer, we are proud to offer several of the UK’s leading premium beer and cider brands, including global brands Budweiser®, Corona® and Stella Artois®; international brands Bud Light®, Beck’s®, Leffe® and Hoegaarden®; and local champions Bass®, Boddingtons® and Camden Hells®.

Our Approach to Human Rights and Modern Slavery

As a signatory to the UN Global Compact, we are committed to business practices that respect human rights and that align with international standards of responsible business conduct. Our approach to human rights is based on the UN Guiding Principles on Business and Human Rights (UNGPs) and is outlined in our Global Human Rights Policy on our global website.



Our Global Responsible Sourcing Policy outlines our approach and commitment to upholding human rights, labour standards, health and safety, environmental management and business integrity across our global supply chain. AB InBev UK is committed to working with suppliers, vendors, agents and contractors who share these values. We expect our business partners to ensure that their employees, temporary and contract workers and parties involved in their own supply chain also comply with this policy.

We have an Ethics & Compliance Program which fosters a culture of ethics, integrity and lawful behaviour and includes a Code of Business Conduct and the Anti-Corruption Policy. The Ethics & Compliance Program further promotes compliance with applicable laws and regulations and the completion of a periodic certification by management of compliance with the Code of Business Conduct. All employees are expected to comply with applicable laws and regulations, and observe the highest standards of business ethics, always acting with integrity.

Due diligence is a key enabler of our approach to human rights management: identifying actual and potential impacts and implementing measures to address, prevent and remedy issues that may arise. Responsibility for human rights is shared across relevant functions as well as global and local teams. Our Procurement management system defines the risk management process for our vendors, which includes human rights risk monitoring and screening. Performance and potential issues relating to human rights are discussed with our Audit Committee.

Risks of slavery and human trafficking and effectiveness in ensuring its prevention

Within Our Operations

Within our business, there is a very low risk of slavery or human trafficking. We have a unionised workforce in our breweries. The brewery salaries are in the top 20% for the region. All salaries are benchmarked against the market and HR controls are in place for all employees and contractors.

We provide training to develop and build the capacity of our employees in areas that are critical to our business, and to ensure we operate in compliance with all applicable laws and our internal policies. We include human rights topics in our training program and emphasize specific topics with employees who retain vendors and suppliers. We also train all salaried employees annually on our Code of Business Conduct, which requires that employees comply with all applicable laws and regulations and observe the highest standards of business ethics.



Employees are actively encouraged to raise and report any issues of concern, either with their line manager, the People team, through the annual Employee Engagement Survey or anonymously through our Compliance Helpline.

Within our Supply Chain

The majority of our suppliers are UK based. The nature of the inputs and due diligence procedures carried out routinely on suppliers means that the risk of slavery or human trafficking in our supply chain is low.

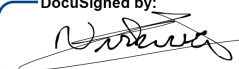
We have developed tools available online, including the Business Toolkit, developed with AIM-Progress, Partner Africa, The Coca-Cola Company and Diageo. It covers the principles in our Responsible Sourcing Policy and ILO Core Labour Conventions as well as training on productivity and efficiency, quality, safety, time management, workforce cooperation and communication, workforce management, environmental management, business integrity and land rights.

As an example of functional oversight of human rights, our Procurement team oversees relevant risk management processes for the supply chain. We established a steering committee led by our Chief Procurement Officer to oversee the implementation and adoption of processes and to monitor the risk profile of our supply chain. We continue to review our existing tools and work to simplify the processes for suppliers.

Future Plans

We are committed to business practices that respect human rights and that align with international standards of responsible business conduct for ourselves and our supply chain. We continue to engage with our supply chain partners and stakeholders to ensure that our partners also observe our standards for respecting human rights.

This statement was approved by the Board of AB InBev UK Limited on 11th June 2024.

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JOSIP VISKOVIC

SUPPLY BREWERY OPERATIONS DIRECTOR WEST

AB InBev UK Limited T/A Budweiser Brewing Group UK&I

11 June 2024